

News

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RESULTS OF PAY SURVEY FOR THE SAN FRANCISCO, CALIFORNIA METROPOLITAN AREA

Workers in the San Francisco-Oakland-San Jose, California metropolitan area averaged \$21.60 per hour during June 1999, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Stanley Stephenson reported that white-collar workers averaged \$25.79 per hour and accounted for 62 percent of the workers in the area. Blue-collar workers averaged \$16.49 per hour and represented 20 percent of those surveyed, while the remaining 17 percent worked in service occupations and earned \$12.67 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. It excludes agricultural establishments, private households, the self-employed, and the Federal Government. The survey studied 374 firms representing 1,536,300 workers in the San Francisco metropolitan area, which includes Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties. Nearly 78 percent of those represented worked in private industry.

In the San Francisco metropolitan area, average hourly wages were published for more than 130 detailed occupations. (See table 2.) Among white-collar workers, computer systems analysts and scientists averaged \$37.21 per hour, electrical and electronic engineers \$36.68, accountants and auditors \$25.92, secretaries \$17.21, and bank tellers \$10.07. Blue-collar occupations included electricians earning \$28.92 per hour, automobile mechanics at \$22.29 and truck drivers at \$15.65 per hour. In the service occupations, firefighters earned \$22.50 per hour, cooks averaged \$14.84 per hour, and nursing aides, orderlies and attendants, \$11.15.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 3 and 4.) For example, full-time employees in the San Francisco area averaged \$22.70 per hour, while part-timers earned \$13.44. Union workers in blue-collar jobs averaged \$20.15 per hour; while non-union employees earned \$12.98. Private industry workers at establishments employing 50-99 workers averaged \$17.62 per hour, while those in establishments with 500 or more employees earned \$26.71. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job. These selected characteristics allow for comparison of occupations with similar requirements.

National Compensation Survey, San Francisco-Oakland-San Jose, June 1999 (continued)

Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. The NCS is part of a statistical program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program. The survey increases the amount of wage data available to businesses, employees, and the public, and reduces the time required of business establishments responding to BLS compensation surveys

Survey Availability

Complete survey results are contained in the National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999, (Bulletin 3100-27). Copies of survey tables are available on the Internet in both text and PDF formats at <http://stats.bls.gov/comhome.htm> and from the Bureau's fax-on-demand service, Ready Facts, by dialing 415-975-4567 and requesting documents 9570. For further information or personal assistance contact the San Francisco Regional Office at 415-975-4350. Bulletins may be purchased for \$8.00 from the BLS Publications Sales Center, 230 South Dearborn Street, 9th Floor, Chicago, IL 60604. Telephone orders using MasterCard or Visa credit cards are accepted at 312-353-1880 between 8:00 a.m. and 3:00 p.m. Central Time.

Table 1. Summary: Mean hourly earnings(1) and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total.....	\$21.60	2.6	36.3	\$20.84	3.2	36.6	\$24.69	2.0	35.3
Worker characteristics:(4)									
White-collar occupations(5).....	25.79	2.3	36.4	25.70	2.9	37.0	26.10	2.5	34.6
Professional specialty and technical.....	31.83	2.3	36.3	32.26	2.8	37.5	30.82	3.4	33.8
Executive, administrative, and managerial.....	35.08	3.6	40.4	36.32	4.1	40.7	28.78	5.1	39.1
Sales.....	16.19	8.8	33.3	16.18	8.8	33.3	-	-	-
Administrative support.....	15.74	1.9	35.6	15.26	2.3	36.0	17.34	2.5	34.1
Blue-collar occupations(5).....	16.49	4.3	38.2	15.92	4.7	38.2	22.16	4.4	37.9
Precision production, craft, and repair.....	21.17	4.3	39.5	20.60	4.9	39.5	25.42	4.4	39.9
Machine operators, assemblers, and inspectors.....	13.85	5.0	39.5	13.85	5.0	39.5	-	-	-
Transportation and material moving.....	15.25	10.6	37.4	14.61	12.2	37.2	18.86	6.2	38.9
Handlers, equipment cleaners, helpers, and laborers.....	11.31	8.1	35.6	10.78	8.6	35.9	17.69	6.3	32.6
Service occupations(5).....	12.67	5.7	33.6	9.76	4.3	32.7	21.28	4.0	36.6
Full time.....	22.70	2.6	39.8	21.99	3.2	39.9	25.57	1.9	39.5
Part time.....	13.44	6.3	22.1	12.60	7.1	22.9	17.37	4.8	18.8
Union.....	21.66	2.7	36.0	19.11	4.7	36.3	24.21	2.0	35.8
Nonunion.....	21.57	3.7	36.5	21.33	3.9	36.7	28.63	8.4	31.6
Time.....	21.64	2.6	36.3	20.87	3.3	36.6	24.69	2.0	35.3
Incentive.....	19.70	8.2	36.2	19.70	8.2	36.2	-	-	-

See footnotes at end of table.

Table 1. Summary: Mean hourly earnings(1) and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 (Continued)

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Establishment characteristics:									
Goods producing.....	(6)	(6)	(6)	-	-	-	(6)	(6)	(6)
Service producing.....	(6)	(6)	(6)	-	-	-	(6)	(6)	(6)
50-99 workers(7).....	17.63	6.7	36.8	17.62	6.7	36.8	-	-	-
100-499 workers.....	17.77	5.8	36.0	17.54	6.0	36.2	24.29	2.5	31.4
500 workers or more.....	25.93	2.4	36.4	26.71	3.7	36.9	24.72	2.1	35.6

1 Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

2 The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A in the National Compensation Survey bulletin.

3 Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

4 Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining. Wages of time workers are based solely on hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

5 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B in bulletin for more information.

6 Classification of establishments into goods-producing and service-producing industries applies to private industry only.

7 Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

Table 2. Mean hourly earnings(1), all workers:(2) Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Occupation(3)	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All.....	\$21.60	2.6	\$20.84	3.2	\$24.69	2.0
All excluding sales.....	21.97	2.6	21.24	3.4	24.69	2.0
White collar.....	25.79	2.3	25.70	2.9	26.10	2.5
White collar excluding sales.....	26.91	2.3	27.18	3.0	26.10	2.5
Professional specialty and technical.....	31.83	2.3	32.26	2.8	30.82	3.4
Professional specialty.....	33.49	2.4	34.33	3.0	31.86	3.7
Engineers, architects, and surveyors.....	35.70	2.1	35.79	2.2	34.47	9.0
Nuclear engineers.....	32.69	4.7	32.69	4.7	-	-
Civil engineers.....	34.36	6.3	34.81	6.5	34.06	9.5
Electrical and electronic engineers.....	36.68	3.9	36.64	4.0	-	-
Industrial engineers.....	30.78	4.4	30.78	4.4	-	-
Engineers, n.e.c.....	37.27	2.8	37.27	2.8	-	-
Mathematical and computer scientists.....	37.30	4.7	37.85	4.9	31.01	7.0
Computer systems analysts and scientists.....	37.21	4.9	37.79	5.1	31.01	7.0
Natural scientists.....	27.32	11.3	31.35	9.1	-	-
Physical scientists, n.e.c.....	32.25	12.5	32.25	12.5	-	-
Health related.....	29.71	2.5	28.98	2.6	31.39	5.5
Physicians.....	37.67	19.0	-	-	55.75	1.8
Registered nurses.....	30.05	1.6	30.69	1.6	28.44	3.4
Teachers, college and university.....	44.09	10.3	52.05	18.1	38.77	10.5
Art, drama, and music teachers.....	32.19	3.0	-	-	-	-
English teachers.....	34.91	19.5	24.34	14.2	-	-
Other post-secondary teachers.....	31.33	11.7	30.00	18.0	31.82	14.3
Teachers, except college and university.....	31.93	5.5	18.38	10.6	33.52	5.9
Prekindergarten and kindergarten.....	16.26	22.1	-	-	-	-
Elementary school teachers.....	35.38	7.2	21.23	8.2	35.78	7.4
Secondary school teachers.....	33.44	11.4	22.23	17.0	40.38	7.2
Teachers, special education.....	36.75	5.2	-	-	37.50	5.2
Teachers, n.e.c.....	31.48	5.4	15.92	22.7	33.00	5.7
Substitute teachers.....	14.59	3.5	-	-	-	-
Vocational and educational counselors.....	22.39	5.9	15.95	11.5	23.33	6.1
Librarians, archivists, and curators.....	25.76	7.9	-	-	27.98	5.9
Librarians.....	25.76	7.9	-	-	27.98	5.9
Social scientists and urban planners.....	28.63	8.9	30.19	11.0	24.81	6.2
Economists.....	30.31	12.2	30.31	12.2	-	-
Psychologists.....	25.67	5.2	-	-	24.81	6.2
Social, recreation, and religious workers.....	19.78	12.6	14.57	20.9	23.61	5.2
Social workers.....	23.53	5.7	20.61	16.2	24.44	5.1

See footnotes at end of table.

Table 2. Mean hourly earnings(1), all workers:(2) Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 (Continued)

Occupation(3)	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Professional specialty and technical (Continued)						
Professional specialty (Continued)						
Lawyers and judges.....	56.52	11.8	58.40	13.4	-	-
Lawyers.....	56.52	11.8	58.40	13.4	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.....	28.41	9.4	29.04	10.5	24.78	6.2
Professional, n.e.c.....	30.86	4.9	32.01	5.1	-	-
Technical.....	25.16	4.4	25.86	4.9	20.93	3.2
Clinical laboratory technologists and technicians.....	25.21	6.5	25.14	6.9	-	-
Radiological technicians.....	25.98	3.9	25.74	4.0	-	-
Licensed practical nurses.....	18.45	3.1	18.12	2.4	19.37	8.0
Health technologists and technicians, n.e.c.....	18.18	5.0	17.88	9.7	18.46	3.0
Electrical and electronic technicians.....	22.48	4.7	22.34	4.7	-	-
Engineering technicians, n.e.c.....	20.34	6.0	19.90	6.7	-	-
Drafters.....	27.45	10.3	27.45	10.3	-	-
Computer programmers.....	32.14	6.6	32.08	6.8	-	-
Legal assistants.....	21.30	6.2	-	-	-	-
Technical and related, n.e.c.....	22.43	4.7	22.83	6.0	20.84	4.1
Executive, administrative, and managerial.....	35.08	3.6	36.32	4.1	28.78	5.1
Executives, administrators, and managers.....	42.01	4.8	43.21	5.2	33.93	6.8
Administrators and officials, public administration.....	31.56	8.4	-	-	31.56	8.4
Financial managers.....	36.57	8.4	36.64	8.4	-	-
Personnel and labor relations managers.....	41.70	10.0	41.70	10.0	-	-
Managers, marketing, advertising, and public relations.....	48.83	7.2	48.83	7.2	-	-
Administrators, education and related fields.....	36.65	7.1	24.51	7.1	40.93	6.6
Managers, medicine and health.....	30.75	7.3	30.43	7.7	-	-
Managers, service organizations, n.e.c.....	22.77	8.2	23.58	7.9	-	-
Managers and administrators, n.e.c.....	46.82	7.6	47.10	7.7	-	-
Management related.....	26.01	2.6	26.37	2.8	24.68	6.0
Accountants and auditors.....	25.92	3.9	26.00	4.2	-	-
Other financial officers.....	27.37	8.4	27.72	9.0	-	-
Management analysts.....	28.37	4.3	26.96	3.1	-	-
Personnel, training, and labor relations specialists....	25.63	7.6	24.38	10.4	-	-
Purchasing agents and buyers, n.e.c.....	25.07	5.7	25.04	6.2	-	-
Construction inspectors.....	28.39	8.1	-	-	28.39	8.1
Inspectors and compliance officers, except construction.....	24.50	12.8	-	-	-	-
Management related, n.e.c.....	26.51	6.3	27.93	6.2	19.78	14.7

See footnotes at end of table.

Table 2. Mean hourly earnings(1), all workers:(2) Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 (Continued)

Occupation(3)	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Sales.....	16.19	8.8	16.18	8.8	-	-
Supervisors, sales.....	20.35	15.4	20.33	15.5	-	-
Advertising and related sales.....	24.87	9.9	24.87	9.9	-	-
Sales workers, apparel.....	8.71	5.8	8.71	5.8	-	-
Sales workers, furniture and home furnishings.....	9.41	8.3	9.41	8.3	-	-
Sales workers, other commodities.....	12.42	19.9	12.36	20.2	-	-
Cashiers.....	10.18	7.1	10.18	7.1	-	-
Administrative support, including clerical.....	15.74	1.9	15.26	2.3	17.34	2.5
Supervisors, general office.....	23.20	6.9	-	-	23.41	5.1
Supervisors, financial records processing.....	21.43	8.3	21.43	8.3	-	-
Supervisors, distribution, scheduling, and adjusting clerks.....	21.03	8.0	-	-	-	-
Computer operators.....	20.88	4.8	21.04	5.1	-	-
Secretaries.....	17.21	3.0	17.02	3.6	17.87	5.2
Stenographers.....	21.07	13.0	-	-	-	-
Typists.....	14.47	13.4	-	-	-	-
Hotel clerks.....	10.31	8.7	10.31	8.7	-	-
Transportation ticket and reservation agents.....	15.44	20.5	15.44	20.5	-	-
Receptionists.....	11.62	2.9	11.62	2.9	-	-
Information clerks, n.e.c.....	12.93	3.3	12.93	3.3	-	-
Order clerks.....	15.67	5.8	15.72	5.9	-	-
Personnel clerks, except payroll and timekeeping.....	17.93	9.4	17.47	10.6	-	-
Library clerks.....	15.63	5.9	-	-	16.45	5.4
File clerks.....	10.70	8.8	10.59	9.0	-	-
Records clerks, n.e.c.....	14.39	7.4	14.28	8.3	15.08	8.1
Bookkeepers, accounting and auditing clerks.....	15.92	4.1	15.64	4.7	17.15	5.9
Payroll and timekeeping clerks.....	16.50	17.8	-	-	-	-
Billing clerks.....	15.47	8.1	14.97	8.8	-	-
Dispatchers.....	20.76	6.8	-	-	22.77	4.2
Production coordinators.....	21.50	7.6	21.50	7.6	-	-
Traffic, shipping and receiving clerks.....	16.22	11.0	16.19	11.4	-	-
Stock and inventory clerks.....	13.64	7.9	13.47	8.6	-	-
Material recording, scheduling, and distribution clerks, n.e.c.....	15.68	13.0	15.34	15.5	-	-
Insurance adjusters, examiners, and investigators...	16.53	15.4	16.53	15.4	-	-
Investigators and adjusters, except insurance.....	16.84	5.6	16.64	6.4	-	-
Eligibility clerks, social welfare.....	18.23	9.1	-	-	19.71	7.1
General office clerks.....	14.26	3.9	13.78	5.8	15.06	3.1
Bank tellers.....	10.07	5.9	10.07	5.9	-	-
Data entry keyers.....	12.07	5.7	12.07	5.7	-	-
Teachers' aides.....	12.50	7.9	8.42	5.9	12.58	7.8
Administrative support, n.e.c.....	16.55	3.0	15.76	3.4	18.46	3.3

See footnotes at end of table.

Table 2. Mean hourly earnings(1), all workers:(2) Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 (Continued)

Occupation(3)	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar.....	16.49	4.3	15.92	4.7	22.16	4.4
Precision production, craft, and repair.....	21.17	4.3	20.60	4.9	25.42	4.4
Supervisors, mechanics and repairers.....	25.90	8.6	24.49	9.9	-	-
Automobile mechanics.....	22.29	3.0	22.37	3.2	-	-
Bus, truck, and stationary engine mechanics.....	22.34	6.3	22.34	6.3	-	-
Electronic repairers, communications and industrial equipment.....	19.24	12.0	18.98	12.8	-	-
Mechanics and repairers, n.e.c.....	20.08	6.7	18.68	6.5	25.72	8.3
Electricians.....	28.92	9.8	30.99	6.0	-	-
Construction trades, n.e.c.....	21.31	5.7	-	-	-	-
Supervisors, production.....	24.82	6.9	24.82	6.9	-	-
Machinists.....	23.53	5.5	23.53	5.5	-	-
Electrical and electronic equipment assemblers.....	11.28	17.2	11.28	17.2	-	-
Inspectors, testers, and graders.....	16.68	18.5	16.68	18.5	-	-
Stationary engineers.....	25.83	3.4	-	-	-	-
Machine operators, assemblers, and inspectors.....	13.85	5.0	13.85	5.0	-	-
Miscellaneous machine operators, n.e.c.....	12.95	5.9	12.95	5.9	-	-
Assemblers.....	16.37	8.7	16.37	8.7	-	-
Transportation and material moving.....	15.25	10.6	14.61	12.2	18.86	6.2
Truck drivers.....	15.65	8.3	15.60	8.7	-	-
Bus drivers.....	15.22	15.9	-	-	-	-
Industrial truck and tractor equipment operators.....	15.90	12.6	15.90	12.6	-	-
Miscellaneous material moving equipment operators, n.e.c.....	18.88	19.9	18.88	19.9	-	-
Handlers, equipment cleaners, helpers, and laborers.....	11.31	8.1	10.78	8.6	17.69	6.3
Groundskeepers and gardeners, except farm.....	16.26	14.4	-	-	-	-
Stock handlers and baggers.....	9.85	5.4	9.85	5.4	-	-
Freight, stock, and material handlers, n.e.c.....	15.48	14.6	15.48	14.6	-	-
Hand packers and packagers.....	7.66	3.2	7.66	3.2	-	-
Laborers, except construction, n.e.c.....	12.11	9.5	11.60	9.8	-	-
Service.....	12.67	5.7	9.76	4.3	21.28	4.0
Protective service.....	16.97	17.5	8.95	10.0	25.37	3.3
Supervisors, firefighters and fire prevention.....	28.73	7.4	-	-	28.73	7.4
Firefighting.....	22.50	6.6	-	-	22.50	6.6
Police and detectives, public service.....	28.92	4.0	-	-	28.92	4.0
Sheriffs, bailiffs, and other law enforcement officers.....	23.50	7.0	-	-	23.50	7.0
Correctional institution officers.....	21.82	2.6	-	-	21.82	2.6
Guards and police, except public service.....	9.00	10.4	8.81	9.8	-	-

See footnotes at end of table.

Table 2. Mean hourly earnings(1), all workers:(2) Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 (Continued)

Occupation(3)	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service (Continued)						
Food service.....	8.97	6.5	8.75	7.1	11.67	6.4
Waiters, waitresses, and bartenders.....	7.74	10.0	7.74	10.0	-	-
Waiters and waitresses.....	6.79	7.1	6.79	7.1	-	-
Waiters/Waitresses' assistants.....	8.96	12.5	8.96	12.5	-	-
Other food service.....	9.46	8.2	9.19	9.2	11.67	6.4
Cooks.....	14.84	14.5	14.54	16.7	-	-
Kitchen workers, food preparation.....	9.11	6.0	8.93	6.3	-	-
Food preparation, n.e.c.....	7.94	8.6	7.42	8.6	10.40	4.4
Health service.....	12.18	3.7	11.34	3.0	17.83	9.1
Health aides, except nursing.....	14.28	7.5	13.13	4.7	19.97	12.8
Nursing aides, orderlies and attendants.....	11.15	4.2	10.51	3.4	16.24	10.6
Cleaning and building service.....	10.94	7.6	9.46	6.8	17.08	5.9
Maids and housemen.....	9.90	7.5	9.62	7.8	-	-
Janitors and cleaners.....	11.12	9.3	9.39	8.3	17.20	6.3
Personal service.....	14.09	9.9	13.72	17.2	15.23	15.4
Attendants, amusement, and recreation facilities.....	10.07	16.6	-	-	-	-
Baggage porters and bellhops.....	8.69	9.7	8.69	9.7	-	-
Early childhood teachers' assistants.....	11.69	8.6	-	-	11.93	8.7
Child care workers, n.e.c.....	13.72	21.0	-	-	-	-
Service, n.e.c.....	11.25	9.4	10.39	10.9	-	-

1 Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

2 All workers include full-time and part-time workers.

3 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B in the National Compensation Survey for more information.

4 The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a confidence interval around a sample estimate. For more information about RSEs, see appendix A in the National Compensation Survey bulletin.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately.
IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3. Selected worker characteristics: Mean hourly earnings(1) by occupational group,(2) National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations.....	\$22.70	\$13.44	\$21.66	\$21.57	\$21.64	\$19.70
All excluding sales.....	22.99	14.03	21.76	22.09	22.02	16.64
White collar.....	26.76	17.17	24.96	26.10	25.92	20.83
White-collar excluding sales.....	27.65	19.39	25.32	27.57	26.95	16.01
Professional specialty and technical.....	32.37	27.01	31.53	31.99	31.84	-
Professional specialty.....	34.16	27.90	32.20	34.24	33.50	-
Technical.....	25.42	21.85	27.66	24.30	25.16	-
Executive, administrative, and managerial.....	35.24	22.84	25.81	36.38	35.09	-
Sales.....	18.07	8.51	16.17	16.20	14.79	21.60
Administrative support, including clerical.....	16.34	11.55	17.15	15.04	15.75	-
Blue collar.....	16.73	12.83	20.15	12.98	16.48	17.09
Precision production, craft, and repair.....	21.19	20.43	23.56	17.85	21.34	18.03
Machine operators, assemblers, and inspectors.....	13.85	-	17.74	12.26	13.86	-
Transportation and material moving.....	15.52	12.19	18.90	10.68	15.21	-
Handlers, equipment cleaners, helpers, and laborers.....	11.50	10.17	14.72	8.58	11.32	-
Service.....	14.26	8.31	16.56	9.19	12.68	-

1 Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

2 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B in the National Compensation Survey bulletin for more information.

3 Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

4 Union workers are those whose wages are determined through collective bargaining.

5 Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

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Table 4. Establishment employment size: Mean hourly earnings(1) by occupational group,(2) private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations.....	\$20.84	\$17.62	\$21.49	\$17.54	\$26.71
All excluding sales.....	21.24	17.79	21.92	17.75	26.99
White collar.....	25.70	22.07	26.38	22.16	30.57
White-collar excluding sales.....	27.18	23.44	27.82	23.79	31.15
Professional specialty and technical.....	32.26	28.16	32.69	29.46	34.50
Professional specialty.....	34.33	30.10	34.76	32.10	35.98
Technical.....	25.86	22.86	26.22	24.18	28.20
Executive, administrative, and managerial.....	36.32	31.38	37.50	32.35	41.68
Sales.....	16.18	16.17	16.18	15.84	17.79
Administrative support, including clerical.....	15.26	14.72	15.37	14.92	15.97
Blue collar.....	15.92	15.66	15.97	14.43	18.96
Precision production, craft, and repair.....	20.60	19.55	20.84	19.31	23.32
Machine operators, assemblers, and inspectors.....	13.85	11.78	14.12	13.48	15.21
Transportation and material moving.....	14.61	14.00	14.85	11.50	21.64
Handlers, equipment cleaners, helpers, and laborers.....	10.78	10.05	10.86	10.35	12.30
Service.....	9.76	7.64	10.37	8.87	14.10

1 Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

2 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

3 Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

4 The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.